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Thursday July 23, 2015

FEE - \$349 Early Bird/Online Discount \$329 **ENHANCE YOUR EEO KNOWLEDGE** at the **2015 EEOC Philadelphia Training Institute Seminar.** This informative seminar, **sponsored by the EEOC Philadelphia District Office,** will be held at the DoubleTree by Hilton Philadelphia Airport Hotel.



# EEOC Philadelphia Seminar

U.S. Equal Employment Opportunity Commission

**DOUBLETREE BY HILTON** 

PHILADELPHIA AIRPORT

4509 ISLAND AVENUE

PHILADELPHIA, PA 19153

(215) 365-4150

www.doubletreephiladelphiaairport.com

Attendees are responsible for making their own hotel arrangements

WE'RE GOING GREEN!

Participant materials will be available for download and/or e-mailed prior to the day of the seminar.

Event Code 15TPHI02

### TRAINING YOU CAN'T AFFORD TO MISS!

Join EEOC for the best in EEO training from the experts who enforce the law.

Questions about the seminar?

Mary Tiernan EEOC Office

(215) 440-2671 (215) 440-2632 FAX (215) 440-2610 TTY

mary.tiernan@eeoc.gov



## U.S. Equal Employment Opportunity

# EEOC Philadelphia Seminar

Thursday, July 23,2015

www.eeotraining.eeoc.gov

#### Top 5 Reasons to Attend an EEOC Seminar

- Get Updates on the Latest Changes to EEO Laws and Regulations
- Avoid Common Pitfalls and Mistakes
- Learn Best Practices
- Prepare for Tough HR Decisions
- Meet the People who Enforce the Laws

# 2015 EXCEL Training Conference



Washington, DC August 10 - 13, 2015

For more information go to: eeotraining.eeoc.gov/ EXCEL2015

#### Who Should Attend?

- Human Resources
- EEO Managers and Staff
- Attorneys
- Managers and Supervisors
- State and Local Officials
- Union Officials
- Federal EEO Staff (seminar approved for EEO Investigator and Counselor Refresher credit)

#### **Training Institute Policies - Training Event 15TPHI02**

**PAYMENT - \$349** Fee includes seminar, lunch and refreshments at breaks, and an eight-volume EEO library on CD. PAYMENT MUST ACCOMPANY REGISTRATION. *EEOC Tax ID Number: 52-0812909* 

#### **GET A DISCOUNT PRICE** of \$329 by:

1) registering on-line with a credit card up to the day before the seminar, or 2) registering early, by mail or FAX, along with payment by **June 23, 2015**. Mailed check or faxed credit card registrations received after June 23, 2015 will be charged \$349. NOTE: All credit card charges will be listed as EEOC Training Institute on your statement.

**STATE and LOCAL GOVERNMENT REGISTRANTS:** Please note: To request an invoice (to secure payment via **check or credit card) please e-mail, telephone or fax your request to the EEOC Training Institute.** 

**FEDERAL GOVERNMENT REGISTRANTS USING IPAC (Intra- governmental payment and collection:** Federal agencies must complete the EEOC's Inter Agency Agreement Form (IAA Form) at the time of registration.

#### PRE-PAYMENT IS REQUIRED PRIOR TO TRAINING.

**REGISTRATION** - Register at <a href="https://www.eeotraining.eeoc.gov">www.eeotraining.eeoc.gov</a>. Credit card and electronic bank check registrations will receive immediate confirmation.

**REGISTRATION QUESTIONS?** Visit the website <a href="www.eeotraining.eeoc.gov">www.eeotraining.eeoc.gov</a> or contact our customer service staff at 703.291.0880 or toll free 1.866.446.0940; or send an email to <a href="mailto:eeoc.traininginstitute@eeoc.gov">eeoc.traininginstitute@eeoc.gov</a> for more information. TTY# 1.800.828.1120

You may also **MAIL** your registration application with payment to **EEOC TRAINING INSTITUTE, 6841 ELM STREET, SUITE 1092, McLEAN, VA 22101** OR **FAX** your registration with payment to 518.615.8422.

**CONFIRMATION** - Registrants will receive written email or fax confirmation upon receipt of a <u>complete</u> registration application and payment. Space is limited, so register early, preferably at least 14 days prior to the seminar. Late registrations will be accepted on a space-available basis. **Confirmation email should be brought to the event**.

**REASONABLE ACCOMMODATION REQUESTS -** If you need an accommodation, please note it on the registration form and we will contact you.

#### **CANCELLATIONS, REFUNDS, NO SHOWS**

Cancellations received more than 10 business days prior to the seminar are eligible for a refund less a \$35 processing fee. No shows are not eligible for a refund. Substitutions may be made prior to the beginning of the seminar.

## PHILADELPHIA EEOC SEMINAR Thursday, July 23, 2015

## **Agenda**



#### Schedule

Registration: 8:00 am

• Start: 8:45 am

Lunch provided

• End: 5:00 pm

# LET EEOC BE YOUR TRAINER

Experienced EEOC staff will come to your worksite and provide training on popular EEO topics such as harassment or an overview of EEO. For more information, contact:

Mary Tiernan

Program Analyst 215-440-2671 mary.tiernan@eeoc.gov

Credits: This program has been submitted to the HR Certification Institute for review. Pennsylvania CLE credits will be requested. This seminar also meets the yearly refresher training requirement for federal agency EEO investigators and/or counselors.

8:00 a.m. Registration and Continental Breakfast

8:45 a.m. Welcome to Our Celebration of the 50th Anniversary of the EEOC and

the 25th Anniversary of the ADA

Spencer H. Lewis, Jr., District Director, EEOC Philadelphia District Office

9:00 a.m. Historical Significance of the ADA

Thomas H. Earle, CEO, Liberty Resources

Learn why we needed this landmark civil rights law and how it led to improved employment opportunities and accessibility for millions of

Americans.

10:00 a.m. Networking Break

10:15 a.m. Reasonable Accommodation-Practical Tips

Jamie Arasz Prioli, Program Coordinator - PA's Initiative on Assistive Technology (PIAT); Darlene Sullivan, Executive Director/Founder, Canine

Partners for Life

See first hand demonstrations of how you can meet your obligation to provide a reasonable accommodation, including using assistive technology.

12:00 p.m. Lunch and Networking

1:00 p.m. Recent Developments in EEOC Law

Debra M. Lawrence, Regional Attorney, EEOC Philadelphia District Office
The latest developments in EEO law and EEOC litigation from the top EEOC

lawyer in the Philadelphia District.

2:15 p.m. Networking Break

Workshops: Choose One Session at 2:30 p.m. and at 3:40 p.m.

2:30 p.m. ADA Hot Issues

Jamie Ray-Leonetti, Staff Attorney, Disability Rights Network of PA

Eric B. Meyer, Esq., Dilworth Paxson LLP

As we celebrate the 25th Anniversary of the ADA, what are some of the

cutting edge legal issues you need to know?

**Pregnancy Discrimination** 

Pam Gwaltney, Esq., Deputy Director, Compliance, Philadelphia Commission on Human Relations; Kathy W. Morrison, Chief Counsel, Pennsylvania Human Relations Commission; Mary Tiernan, Program Analyst, EEOC Philadelphia District Office

Hear about the recent federal, state and city developments on pregnancy discrimination, including recent guidance from EEOC and PCHR on reasonable  $\frac{1}{2}$ 

accommodation requirements relating to pregnancy or childbirth.

3:40 p.m. Subtle Bias

Jonathan A. Segal, Esq., Duane Morris, LLP

Learn how to recognize "micro-aggressions" and "micro-indignities"—the words and behaviors that could be interpreted as demeaning to workers. If not corrected, these "micro-inequities" result in disengagement and all the business woes that go with it, including possible discrimination claims.

**Federal Sector Updates** 

Francis Polito, Chief Administrative Judge, EEOC Philadelphia District Office Our Chief Administrative Judge in Philadelphia shares what happened in real

cases that resulted in findings of discrimination and/or settlements.

5:00 p.m. Adjourn

## EEOC Philadelphia Seminar July 23,2015 (Event Code 15TPHI02)

Please print and use a separate form for each attendee.

# 3 ways to register

- ON-LINE GET DISCOUNT PRICE www.eeotraining.eeoc.gov (payment by credit card and online check only)
- EEOC TRAINING INSTITUTE
  6841 ELM STREET
  SUITE 1092

McLean, VA 22101

MAIL

• FAX to 518.615.8422

# DIRECTIONS to SEMINAR LOCATION

Traveling South on I-95: (From Philadelphia & New Jersey): Follow I-95 South through Philadelphia to Exit #15 (Enterprise Avenue / Island Avenue). The exit ramp will place you onto Enterprise Avenue. Follow Enterprise Avenue to the dead end and turn right onto Island Avenue. Follow Island Avenue ½ mile, and the hotel will be on the right hand side.

I-76 East: (Schuylkill Expressway from Philadelphia and the Pennsylvania Turnpike): Follow I-76 East through Philadelphia to Exit 347A (Route 291 / Penrose Avenue). Follow this long exit to the 1st traffic light (Penrose Avenue) and turn right. Travel over the George Platt Bridge and stay in the left hand lane for the Island Avenue exit. At the first traffic light (Island Avenue), turn left. The hotel is on the left hand side.

First Name M	/II Last Name
Title	
Organization	Suborg
Address	_
City	State Zip
E-Mail	·
Business Telephone ( )	(  if TTY, please check)
Fax No. ( )	_ Company/Agency Tax ID Number
·	modation, due to a disability, in order for you to attend this modation requested or special diet needed.
until the day before the seminar - Fo	viscount Price of \$329 available for online registrations up or mailed check or mailed/faxed credit card payment 2015, will receive the discount price. Faxed/mailed credit card 2015 will be charged \$349.
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payment via check or credit card. Pl	lease call 866.446.0940
☐ Federal Government Agencies m	ust complete the EEOC's Inter Agency Agreement (IAA Form)
at the time of registration. Please co	ontact the EEOC Training Institute at 866.446.0940 or send
an e-mail to <b>eeoc.traininginstitute@e</b>	eeoc.gov.
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Your Organization's Business Type:	☐ President, CEO, Owner ☐ Union Representative ☐ Other
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